

BUILDING HUMAN CAPITAL

Performance, Inspired



Our Vision

To be the **preferred partner for organizations** around the world that seek to **maximize their corporate value** through **the development of their human capital**.

Our Values



Inspiration

Our ability to activate positive change by connecting to the minds and hearts of people



One

Our aspiration is to align your human Capital to one direction by being the one preferred partner for all your human development needs and to enable our you-our customer-to be No.1 in your chosen space



Passion

Our ability to instill positive change by infusing passion and energy that catalyzes change within oneself and in people around us



Our Value Proposition



Know-How Capital

Wide repertoire of internationally researched, validated and proven know-how of our global partners.



Technology Capital

Leveraging digital learning such as mobile learning, cognitive technologies and gamification to improve and measure learning experiences.



Process Capital

Ability to synthesize & understand business issues through robust and well-defined processes to ensure we exceed your expectations each time.



Relationship Capital

We consider our formal and informal network of relationships with our stakeholders as a capital.



Our Experienced Leadership Team



Deepak Mohla

Chairman &
Managing Director



Sumit Sahni

CEO & Partner



Neeta Mohla

Director &
Principal Consultant



Craig Gould

Partner &
Principal Consultant



Ashish Jhunjunwala

Principal Consultant &
Head – Leadership Practice



Vijay Singh

Consultant – Sales Enablement
and Senior Project Manager



Sumati Malhotra

Associate Director Sales



Aravind Nair

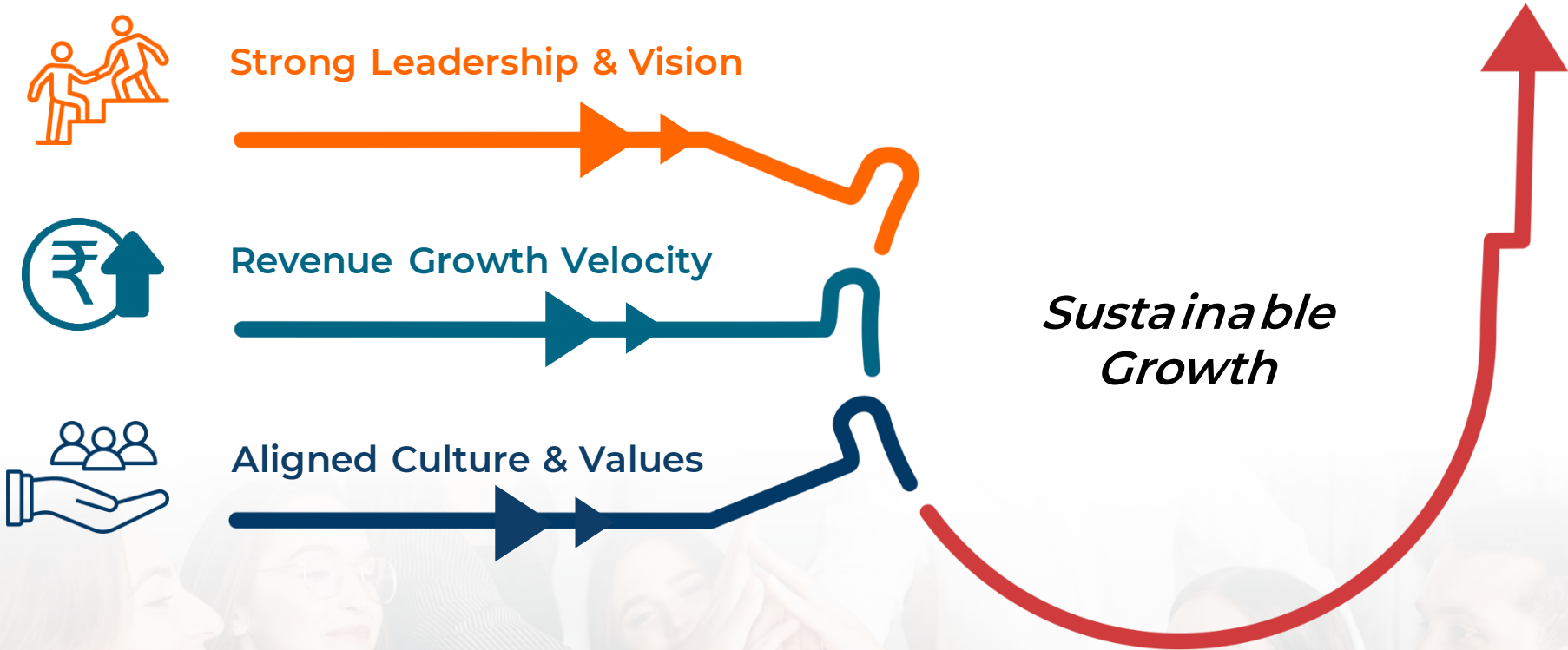
Director Sales – West &
South



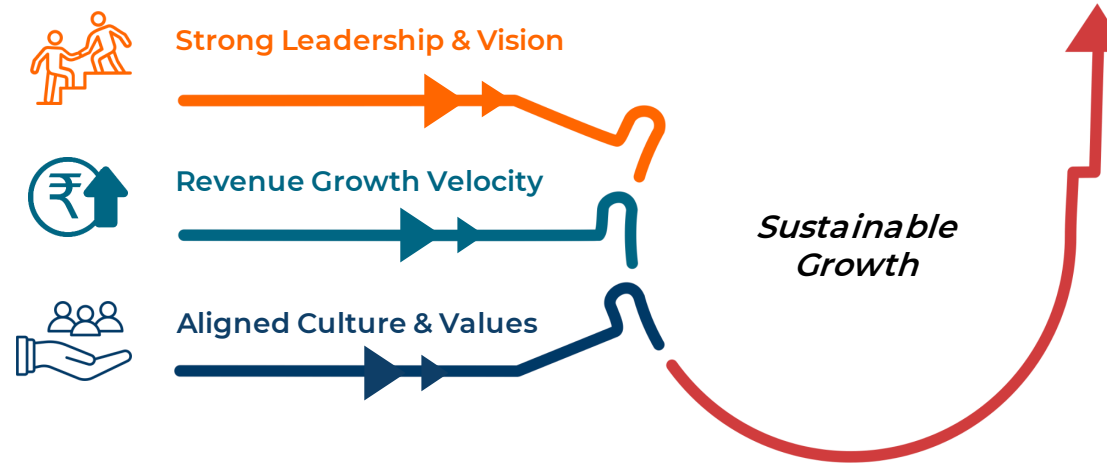
Nancy Gupta

Chief Financial Officer

Our Capability Development Framework For “Sustainable Growth”



Our Capability Development Framework For “Sustainable Growth”



Sustainable Growth and **Leadership Capability** are intricately intertwined, and through our years of experience we have found that organizations that are successfully navigating the road to sustainable growth have capable leaders in the driving seat who provide “**Leadership & Vision**”, create “**Aligned Culture & Values**”, and drive “**Growth Velocity**”.

Key Challenges and Our Offerings



Strong Leadership & Vision

LEADERSHIP DEVELOPMENT

High Potential Leadership Development

Managerial Development

Women Leadership Development

Leadership Assessments

Executive Coaching

Leadership Consulting & Succession Planning

Top Team Alignment



Revenue Growth Velocity

SALES TRAINING AND DEVELOPMENT

Sales Leadership Development

Key Account Management

Managing Channel Partners

Professional Selling Skills

Sales Process Consulting



Aligned Culture & Values

ORGANIZATIONAL DEVELOPMENT & CULTURE CHANGE

Shaping Customer Centric Culture

Drive Culture of Quality

Employeeeship: Driving Accountability

Top Team Alignment

On-Brand Culture

Performance Driven Culture

Our Solution Centric 5I Approach



At the core of our approach lies our values, shaping the solution design in every step of the way – *Inspiration, One-ness, Passion*

The background of the image is a blue-tinted photograph of a group of business professionals. In the foreground, a woman with dark hair is smiling and looking towards the camera. Behind her, several other people in business attire are visible, though they are out of focus. The overall tone is professional and positive.

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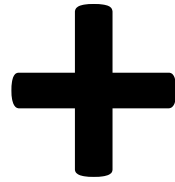
Leadership Development

Leadership Assessment & Development Framework

InspireOne and Partners' research of *over 30 years* shows that assessment of Leadership Potential is a combination of *Preference* and *Capability* Assessment

LEADERSHIP POTENTIAL ASSESSMENT

NATURE



NURTURE



Preference Assessment (Nature):

We understand Nature as personality, preferences, values and motivations. These are fixed from an early age.



Capability Assessment (Nurture):

By Nurture we mean the Technical skills, managerial know-how and High-Performance Behaviors. These can all be developed and changed over time.



◆ **Capability (Nurture)**

◆ **Preference (Nature)**

Inspireone's Leadership Assessment Suite

Leadership Level	Nurture				Nature
	Development Centres	Situational Judgement Tests	BEI Interviews	360/270/180 questionnaires	Online Nature Assessments
Senior Leaders	Work shadowing	N.A	360 BEI	360 Degree	Leadership Perspectives Drivers+ Derailers/ (PEQM)
High Potentials	Executive Development Center	Leadership Insights	BEI	360 Degree	Leadership Perspectives Drivers+ Derailers / Emotional Intelligence (PEQM)
Manager of Managers	Development Center	Leadership Insights or Leadership Behavioral Assessment (Powered by AI)		270 Degree	Leadership Perspectives / Emotional Intelligence (PEQM)
First Line Managers/ Potential New Managers	Half Day Development Center	Leadership Behavioral Assessment (Powered by AI)		180 Degree	Behavioral Style Profiling

High Performance Behavior (HPB) Framework

We believe robust leadership development programs must be based on sound research. We leverage IBM Kenexa's high-performance leadership framework to identify managerial competency gaps and develop impactful initiatives

Thinking Cluster

- Gathering Intelligence
- Generating Ideas
- Accelerating Innovation

Developing Cluster

- Establishing Trust
- Fostering Collaboration
- Developing Talent

Inspiring Cluster

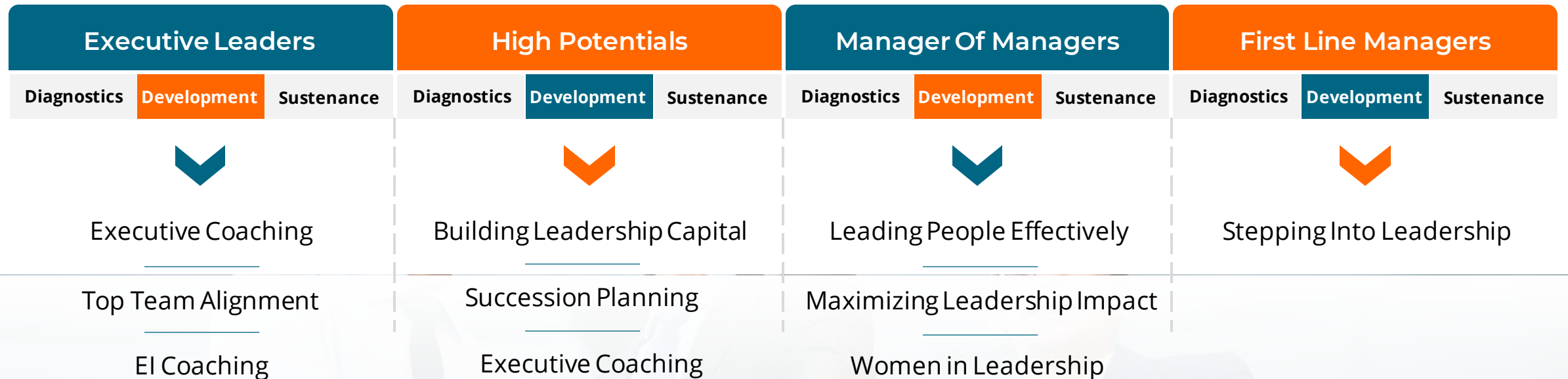
- Influencing People
- Building Confidence
- Communicating Effectively

Achieving Cluster

- Implementing Change
- Improving Performance
- Winning Customers

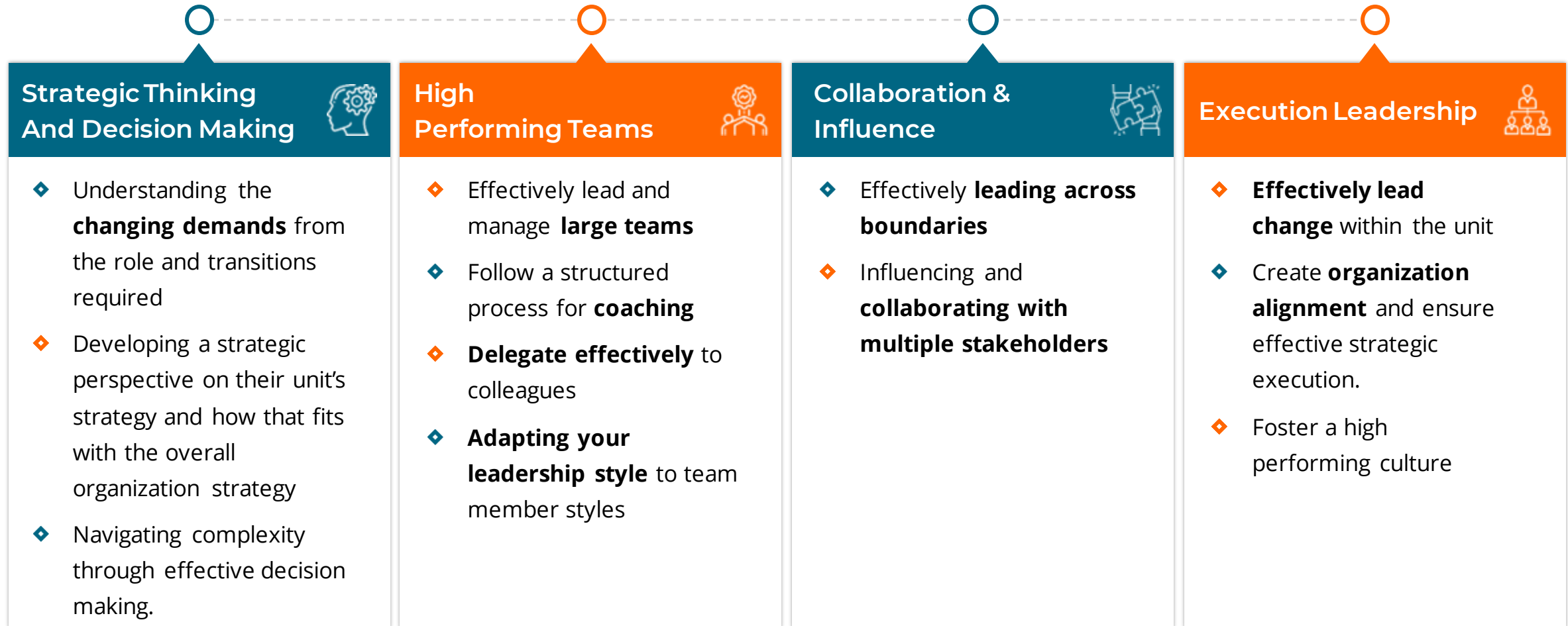
Leadership Development Journeys

We offer end-to-end curated leadership development journeys based on your needs



Maximizing Leadership Impact Illustrative Design

Maximizing Leadership Impact is a journey to enable Manager of Managers to perform their role



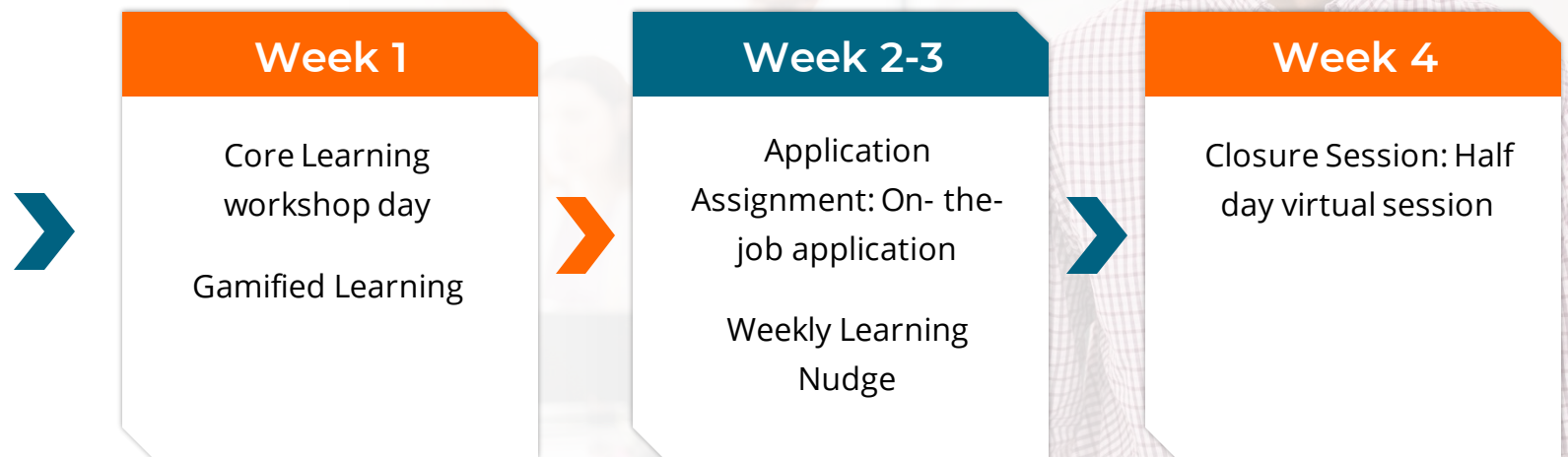
Maximizing Leadership Impact - Illustrative Design

Pre-Program	Program Design
	Pre-Assessment

- ◆ Key stakeholder interviews
- ◆ Participant FGD's
- ◆ Program contextualization
- ◆ Leadership Insights

Weeks 1-4	Module 1 Strategic Thinking
Weeks 5-8	Module 2 High Performing Teams
Weeks 9-12	Module 3 Collaboration & Influence
Weeks 13-16	Module 4 Execution Leadership

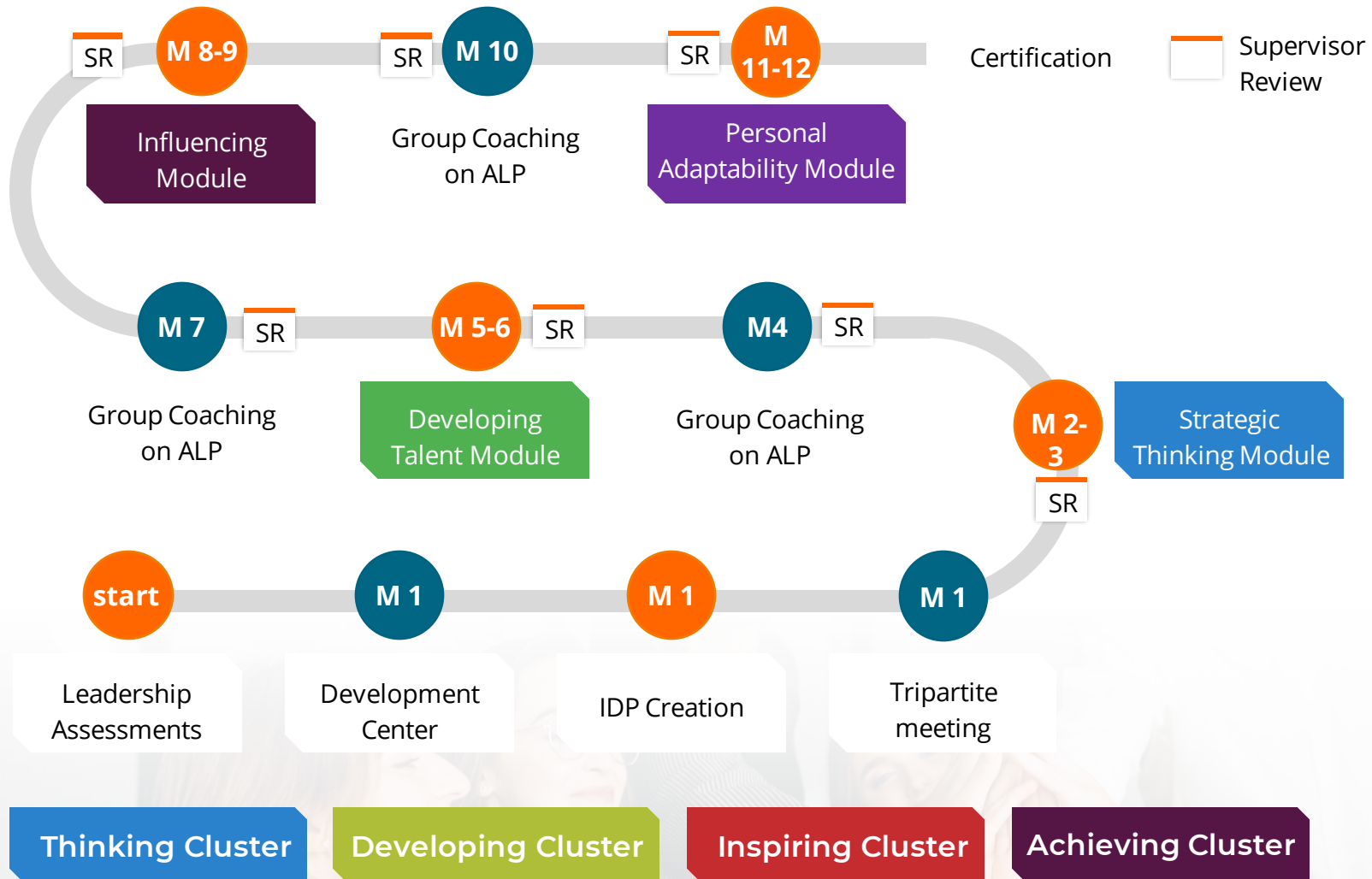
All 4 modules will follow the below design



Post Program	Post- Assessment sign
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- ◆ Leadership Insights

Building Leadership Capital- High Potential Program



Building Leadership Capital:

- ◆ 10-12 months journey for high potential leaders
- ◆ Journey begins with assessments and IDP creation
- ◆ Each participant identifies a business project
- ◆ Participants go through group learning sessions on all the 4 clusters and ongoing group coaching sessions.



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Coaching

Our Coaching Process

Inspireone's Coaching Process



Our Coaching Solutions

Inspireone's Coaching For Executives - ICE



Who - CXOS, Heads and Directors

What-Senior leaders who wish to increase their scope of responsibility and aiming for a higher goal

Inspireone's Leadership Coaching- ILC



Who - Mid and senior managers of large organizations and MNC's

What - Leaders who wish to increase their scope of responsibilities, who are going through transition or working on a key project

Heartwork Coaching- Emotional Intelligence Based Coaching



Who - People Managers

What - Leaders with strong technical skills who now have people managing responsibilities

Anchor Coaching- Inspireone's Flagship Coaching Solution



Who-CXOs

What - CXOs who need to strengthen multiple development areas thus requiring multiple specialized coaches

Illustrative Client Engagements



Leadership assessment and development initiative for VPs and AVPs



Assessment and development of high potential leaders. Role based leadership journeys for international and domestic sales organization.



Leadership development programs for high potential n-1 and n-2 leaders



Development and delivery of first time manager program



Leadership development journey for platform heads. Top team alignment sessions for various business verticals. Leadership assessments for high potential leaders.



Designing and delivering customized intervention for transitioning leaders



Managerial effectiveness initiative for 800 global leaders



Managerial effectiveness initiative for Middle Managers



Leadership assessment and development initiative for VPs and AVPs



Leadership assessment and development initiative for VPs and AVPs



Leadership assessment and development initiative for VPs and AVPs



Leadership assessment and development initiative for VPs and AVPs



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Sales Training & Development

Our Knowhow: TACK Sales Skills Tower



Illustrative Offerings



Sales Leadership Development

Strategic Sales Management

Field sales Management

Profitable Sales Management



Business-to-Business Sales

Key Account Management

Value driven Negotiations

Consultive Selling

Pro-Payback Selling



Managing Channel Partners

Managing Channel Partners



Professional Selling Skills

Strategic Sales Management

Sales For Non-Sales People

PRO-PAYBACK Selling

Winning Sales Presentations

Retail Sales

Social Selling

PRO-PAYBACK Selling

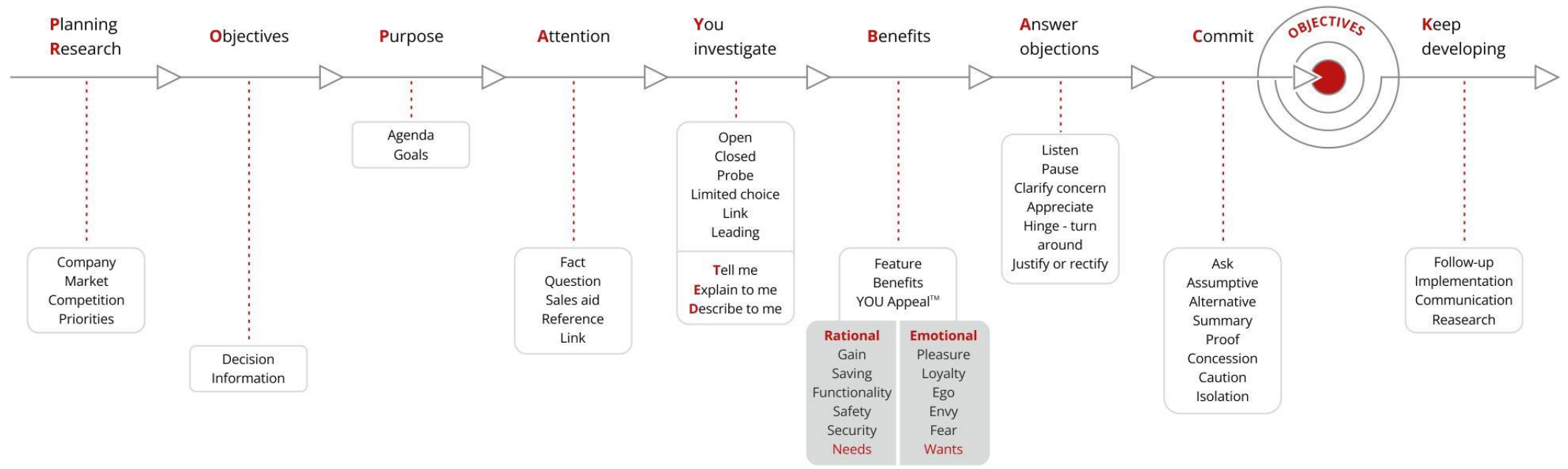
Objectives:

- ◆ Apply TACK's research into buyers' likes and dislikes when dealing with salespeople
- ◆ Apply a proven sales structure and process during every future sales scenario
- ◆ Apply the concept of 'YOU Appeal®' where the customer is the key focus in the sales process
- ◆ Motivate customers by applying TACK's Offer Analysis© technique

Delivery Formats:

2-3 Days Workshop
Virtual Learning Journey: 6-7 Weeks

TACK PRO-PAYBACK® Sales Process



Sales Management



Objectives:

- ◆ Use a clear business plan for developing, forecasting and measuring business
- ◆ Motivate your team, focusing on their strengths to achieve results
- ◆ Coach your team for optimum performance
- ◆ Confidently prepare and deliver productive and motivational sales meetings
- ◆ Use tools to identify, measure and analyze team activity aligned to core business objectives



Delivery Formats:

Learning Journey: 3-6 Months



Sales Management And Leadership Styles

Effectively use Sales Management Styles
Lead and manage the team for best results



Coaching For Sales Skills

Review all the basic selling skills
Use a proven tool for assessing salespeople in action
Apply a powerful coaching sequence



Business Performance And Planning

Develop a focused business development strategy and forecasting tool
Focus your team on business acquisition and development
Analyze performance issues and develop effective solutions



Key Indicators

Decide which KPI's to use for the sales team
Create valid benchmarks and use appropriate motivation approaches
Effectively use KPI's for activity and performance management



Sales Reviews

Plan and lead motivational meetings which achieve relevant objectives
Run meetings which help you build your leadership effectiveness



Negotiations And Business Finance

Be cognizant of how the sales team contributes to corporate ROI
Train your sales team to be great negotiators

Key Account Management



Objectives:

- ◆ Define the planning process required for your complex key accounts
- ◆ Develop strategies for penetrating, winning and developing significant accounts
- ◆ Influence different personality types of decision makers within your customer organisations
- ◆ Analyse all aspects of your accounts decision process, factors and key players



Delivery Formats:

2-3 Days Workshop
Virtual Learning
Journey: 6-7 Weeks



Key Account Overview

Differentiate key accounts from other customers and clearly articulate why they are 'key' accounts

Establish criteria for determining what level of strategic attention accounts should be given

Evaluate key accounts in terms of potential success or failure to prevent wasting valuable resources on unrealistic opportunities



Research

Determine where to obtain information about key accounts

Decide from information collected which is useful and relevant to add value to the nominated key account



Analysis

Position key accounts within the context of the contribution made, relative to the contribution each key account is required to make

Apply the TACK proven Client Centered Selling model to develop your key account

Prioritize the needs of your key accounts and assess against closest competitors



Strategy and Tactics

Use TACK's unique set of questions to help develop a tangible strategy for each account
Set out clear objectives to deliver your strategy and plan

Evaluate your chances of success through the test of the TACK forecasting questionnaire
Create a format for agreeing key deliverables with key accounts

Use a process for assessing progress and mutually agreed objectives during review meetings

Managing Channel Partners



Objectives:

- ◆ Review how to manage different categories
- ◆ Explore how distributors provide support
- ◆ List places currently used to source Channel Partners
- ◆ Identify ideas for different ways to source Channel Partners
- ◆ Undertake productive, valuable and welcomed field visits
- ◆ Examine how to measure mutual success



Delivery Formats:

2-3 Days Workshop
Virtual Learning
Journey: 6-7 Weeks



Roles & Responsibilities

Differentiate between using a channel partner and using a direct sales team



Channel Partner Categories

Complete a questionnaire to identify alternate possible solutions to given scenarios



Channel Management & Marketing

Review a marketing strategy as part of Channel



Sourcing Channel Partners

List places currently used to source Channel Partners



Finance

Examine the core principles of finance, relative terms and what constitutes core financial needs



Training

Examine ways to provide training that is differentiated from that provided by others to Channel salespeople



Motivation

Identify what motivates someone and then use it to link to what you require from them



Field Visits & Building Relationships

Undertake productive, valuable and welcomed field visits



Channel Partner Development & Focus

Examine how to measure mutual success



Channel Partner Principles

Structure meetings that demonstrate an understanding of Channel Partners' motivations

A blue-tinted photograph of a business meeting. A man in a suit is pointing at a laptop screen displaying data charts. A woman in a grey blazer is looking at the screen. The background is slightly blurred, showing other people in the room. The InspireOne logo is overlaid in the center, with a small orange square above the 'i' in 'Inspire'.

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Culture Change

Our Model For Cultural Transformation



Strategy & Values

Beliefs
Vision
Directions
Purpose



Signals

Cultural Eco System
Leadership
Behaviors
Performance
Measures
Communication



Skills

Leadership
Managerial
Organizational
Change Specific



Structure

Responsibilities
Decision
Making
Departments
Empowerment



Systems

Process
Information flow
SLAs



Holistic Cultural Transformation

Culture Change Solutions



Shaping Customer
Centric Culture



Drive Accountability
Through Employeeship



Drive Culture
of Quality

Shaping Customer Centric Culture

Shaping Customer Centric Culture

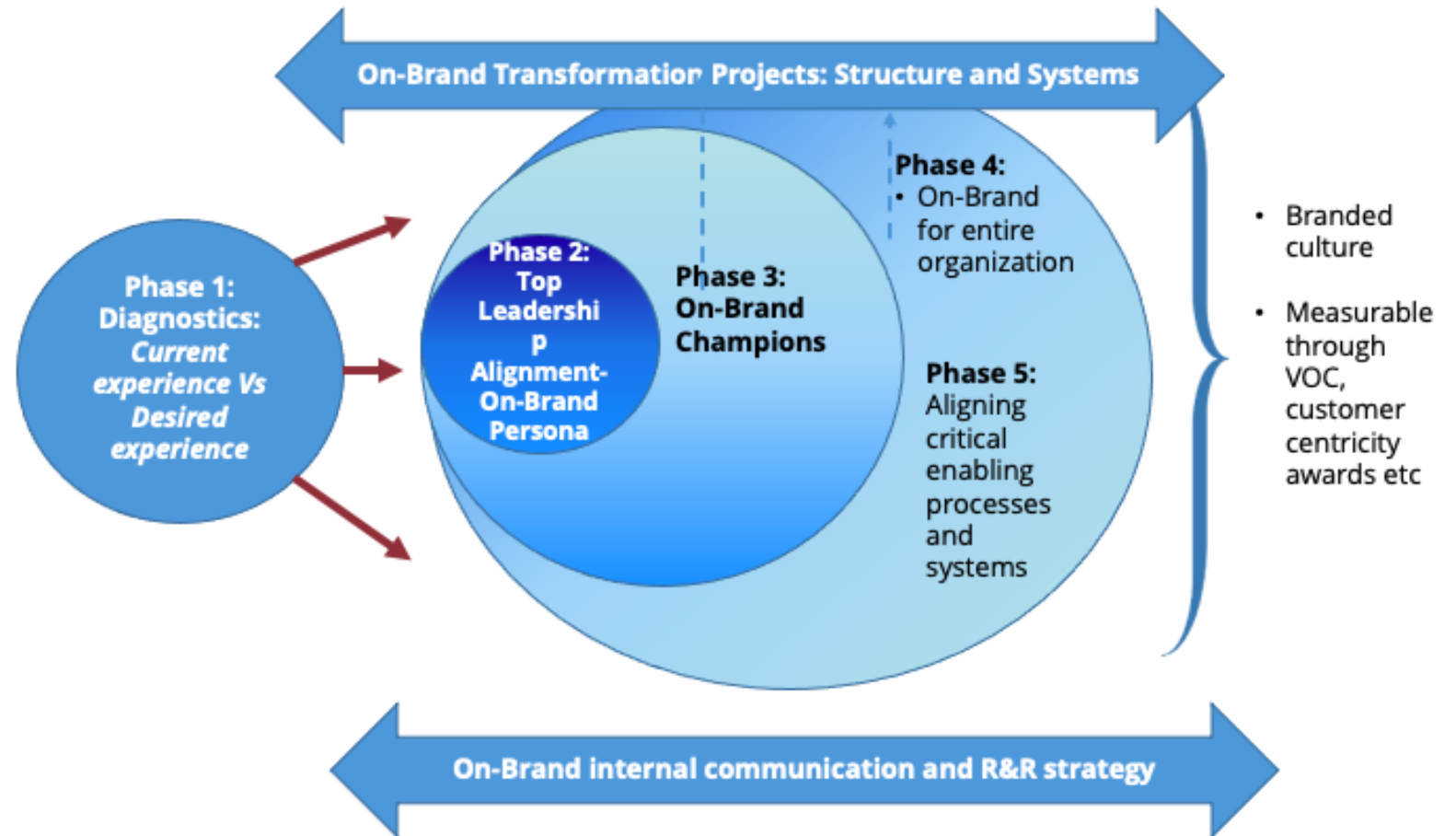
- ◆ We believe that in a customer centric organisation all employees understand and perform their role in the service delivery chain.
- ◆ In such an organisation, the “Line of Sight” to the customer for all employees is very clear and customer centricity is a pervasive value.

On-Brand Customer Experience

- ◆ Drive a differentiated customer experience by aligning the customer experience with stated brand promise of the organization.

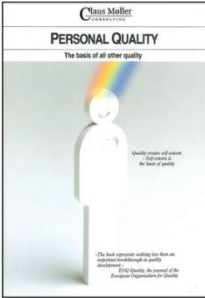
A Complaint is a Gift

- ◆ Create a culture in which every employee treats complaints as gifts.



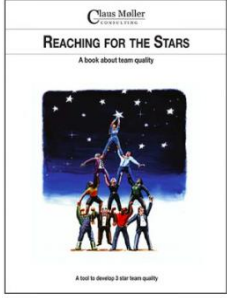
Drive Culture of Quality

We believe that out of the 5 kinds of quality, personal quality is the most important. Very often in organizations, the importance of human factor, the emotional aspects of quality is underestimated. Energizing and inspiring every individual to deliver a high level of personal quality is highly critical and generally the biggest barrier.



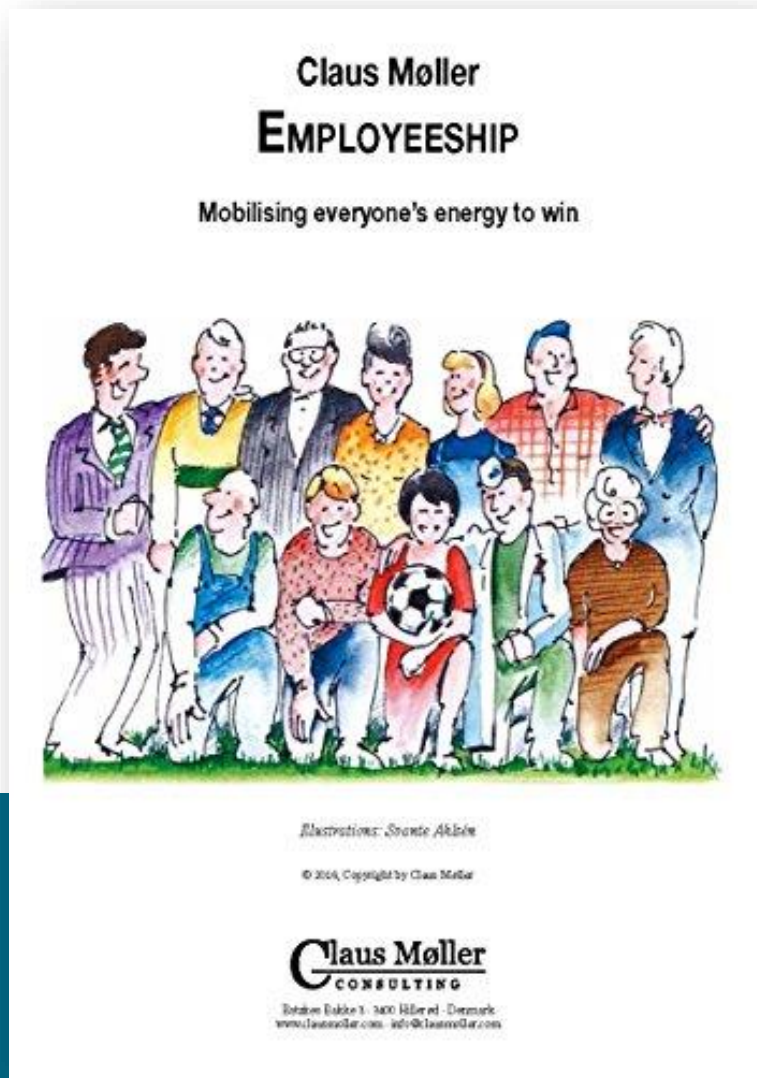
PERSONAL QUALITY Intervention:

- ◆ Develop deeper Quality awareness.
- ◆ Ensure that the names of teams and those in them and their reputation is associated with Quality.
- ◆ Raise awareness about Quality and by promoting it in the team.
- ◆ Get the details right so that work doesn't need to be checked by others.



Team Quality Intervention:

- ◆ Improve team quality to contribute towards the performance standards of the team.
- ◆ Make robust success of the team's contribution and that of the organisation.
- ◆ Raise quality awareness around the topic of quality and its practices in the company.



A unique concept, which helps people and organisations develop an EmployeeShip culture, characterised by commitment, responsibility, loyalty, initiative and energy.

When all employees are deeply committed to the survival and development of the company, the company has an “EmployeeShip culture”. Of the many elements that form an EmployeeShip culture, three are especially important: responsibility, loyalty and initiative.

Our process for introducing and maintaining EmployeeShip culture:





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TACK
TMI

*“Without inspiration the best powers
of the mind remain dormant. There
is a fuel in us which needs to be
ignited with sparks.”*

- Johann Gottfried Von Herder

Thank You

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